

DCNA Together – Making a Difference in DC

January 2017



Negotiations Updates

United Medical Center

On January 23 and 24, 2017, DCNA pursued its negotiation demands through an

arbitration hearing before Arbitrator Sean Rogers. DCNA presented evidence, through testimony and documents in support of its proposals on wages, premium pay, leave accrual, scheduling and staffing. Testifying on behalf of DCNA were Walakewon Blegay, DCNA Staff Attorney, Betty Holman, Chairperson, DCNA/UMC and Attorney Justin Keating. Attorney Keating testified in support of DCNA salary proposal which seeks retroactive pay increases dating back to October 1, 2014 and provides a pay scale with annual step increases based on years of RN experience. UMC proposes pay increases of 2.5% annually for three years beginning on October 1, 2016.

Edward J. Smith, DCNA Executive Director advised that “the arbitration hearing went every bit as well as we expected. DCNA presented a strong case to increase our nurses’ salary to allow the hospital to recruit and retain nurses and we justified our proposals by presenting evidence of the cost and a demonstration that our salaries need a boost to reach a market level.” DCNA expects that the arbitrator will issue his final decision in late April 2017.

Children’s National Health System

The contract expires on June 30, 2017 and DCNA expects to commence bargaining by the end of February. DCNA has sent a pre-contract survey to our membership and reminds members of the importance of filling out the survey. DCNA and management will be negotiating ground rules in the next few weeks for the upcoming negotiations.

Children’s School Services – LPNs/RNs

The LPNs are preparing proposals for their first contract. CSS and DCNA are meeting on Wednesday, February 22 to discuss ground rules for negotiations. Negotiations for the first contract should commence in March.

CSS RNs and DCNA met on January 11th and started negotiating the wage increase for 2017. DCNA initial proposal was for a 6.5% increase and CSS responded with an initial proposal of 1%. The parties ended the session with a DCNA proposal of 5.5% and a CSS proposal of 1.5%. The next negotiation session will be on Tuesday, February 7th.

District of Columbia Hours of Work and Leave

The District of Columbia has made changes to Chapter 12 of the District of Columbia Personnel Manual (DPM): Hours of Work and Annual Leave. The DPM functions like an Employer Manual for the District employees. Some of the changes include the removal of the Emergency Leave program and the replacement with an Unscheduled Leave program which allows employees to take unscheduled leave with a 24 hour notice to their managers for valid reasons including sick and personal reasons. DCNA has some concerns about the new unscheduled leave program, which might allow management to easily deny an employee’s reasons for requesting leave. DCNA and the District will commence bargaining over the changes on Wednesday, March 1st.

DBH/CU13

DCNA and the District of Columbia have completed the ground rules for the negotiations for both the Department of Behavioral Health and Compensation 13 Units. Both units will commence their negotiations the week of February 27th.

DCNA Continues Fight for Full-time School Nurses at Every DC School

On January 10, 2017, DC Councilmember David Grosso (Ind. At-Large) fulfilled his promise to DCNA to introduce legislation requiring the DC Public Schools to provide nursing services at every school in the District for forty hours per week. In 2016, DCNA thwarted the DC Department of Health’s attempt to cut nursing services by engaging with the community – parents, teachers, other unions – and convinced members of the DC Council Committee on Education to look into the need for full-time nursing. DCNA also commenced a petition drive on MoveOn.org requesting that the District provide nursing services for forty hours per week at every school. Over 2100 people signed the petition. To view DCNA’s testimony at the DC Council hearing, please go to www.dcna.org. DCNA expects that Councilmember Grosso will hold a hearing on the legislation in March 2017.

Republican Board Member Chairs National Labor Relations Board

On January 26, President Donald J. Trump has named Board Member Philip A. Miscimarra Acting Chairman of the National Labor Relations Board. Miscimarra has served as a Board Member since August 7, 2013. He was nominated by President Barack Obama on April 9, 2013 and confirmed by the Senate on July 30, 2013, and his current term expires on December 16, 2017.

Before joining the Board, he was a Senior Fellow at the University of Pennsylvania's Wharton Business School in the Wharton Center for Human Resources, and a labor and employment law partner with Morgan Lewis & Bockius LLP in Chicago. He also previously worked as a labor and employment attorney with Seyfarth Shaw LLP, which represents CSS and Children's National Medical Center. Miscimarra received his Juris Doctor from the University of Pennsylvania Law School; a Masters in Business Administration from the University of Pennsylvania's Wharton Business School; and a Bachelor of Arts degree from Duquesne University.

The Board currently has two Democratic Board members and there is anticipation that President Trump will soon nominate two more Republican members. Miscimarra has often clashed with the Democratic members by issuing dissenting opinions criticizing the labor-friendly Board on their positions.

Upcoming Events:

CSS Union Meeting, Lamond-Riggs Library, 5401 South Dakota Ave. NE, Washington, DC, 20011.

Thursday, February 9th, 5:30pm to 7:30pm. The discussion will be the wage reopener for 2017. If you plan on attending, please contact Robin Burns, RN at rbldelta@gmail.com.

Department of Behavioral Health Oversight Hearing, John H. Wilson Building, 1350 Pennsylvania Ave.

NW, Washington, DC 20004, Thursday, February 23rd, 11:00am. If you interested in testifying please contact Staff Attorney Wala Blegay at wblegay@dcna.org.

United Medical Center Oversight Hearing, John H. Wilson Building, 1350 Pennsylvania Ave. NW,

Washington, DC 20004, Thursday, March 9th, 11:00am. If you interested in testifying please contact Staff Attorney Wala Blegay at wblegay@dcna.org.

DCNA Board of Director's & E&GW Cabinet, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC

20016, Tuesday, March 14th, commencing at 5:30 pm. These meetings are open to all DCNA members. If you plan on attending, please contact Ms. Vickie Spence at vspence@dcna.org.

Please visit DCNA on our website at www.dcna.org or on Facebook at www.facebook.com/DCNursesAssociation.

For Assignment Despite Objection and Grievance forms, visit www.dcna.org.

DCNA is located at 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. Telephone – (202) 244-2705

